

A Study on Mental Health and Wellbeing of IT Professionals doing Night Shift Work” in Coimbatore District

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ABSTRACT

The purpose of the current study was the mental health and well-being of IT professionals working night shifts. Mental health is a state of mental health that includes both subjective health and the ability to work effectively with others. Health is the state of complete physical, mental and social well-being of an individual, and mental health is the physical, mental and It is a state that allows for maximum emotional development. Night shifts can cause a variety of problems for employees, from social isolation to disruptive sleep patterns that negatively impact health. Maintaining regular sleep, exercise, healthy eating habits, and changing your non-sleep schedule to make the most of your home, family and social life can help alleviate some, but not all, problems. Investigators chose a descriptive study design and therefore the sampling method chosen in this study was non-probability sampling. In this study, researchers used a targeted sampling method to collect data from respondents. A sample size of 60 was collected using an interview design. As a result, (60%) respondents had moderate levels of mental health and well-being, (23%) had high levels of mental health and well-being, and (17%) had low levels. I have found that I have levels of mental health and happiness, levels of mental health and well-being.

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KEYWORDS: Mental health and Wellbeing

INTRODUCTION:

Mental health is a state of mental health that includes both subjective health and the ability to work effectively with others. Health is the state of complete physical, mental and social well-being of an individual, and mental health is the physical, mental and it is a state that allows for maximum emotional development. With the diversification of industrial processes in modern society, shift work, which takes place primarily outside of traditional daily working hours, has become commonplace. At least 20% of the workforce in India works shifts. Companies adopt shift work for reasons of work continuity, work efficiency, and economic benefits. However, shift work can disrupt workers' circadian rhythms and lead to physiological dysfunction. In particular, night shift workers find it harder to fall asleep than day shift workers. You may experience less sleep or poor sleep quality, develop obesity due to chronic fatigue and various health problems. Shift work and sleep deprivation are associated with obesity. Recently,

more and more people around the world suffer from sleep deprivation. In recent decades, the obesity epidemic in India has been linked to a decline in the number of Indians getting more than eight hours of sleep, according to a report by the National Sleep Foundation of India.

DEFINITION

Mental Health

The World Health Organization (WHO) conceptualizes mental health as a “state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”.

Workplace Wellbeing

The (ILO) Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their

work, their working environment, the climate at work and work organization.

WELL-BEING USEFUL FOR MENTAL HEALTH

- Well-being integrates mental health (mind) and physical health (body) resulting in more holistic approaches to disease prevention and health promotion.
- Well-being is a valid population outcome measure beyond morbidity, mortality, and economic status that tells us how people perceive their life is going from their own perspective.
- Well-being is an outcome that is meaningful to the public.
- Advances in psychology, neuroscience, and measurement theory suggest that well-being can be measured with some degree of accuracy.
- Results from cross-sectional, longitudinal and experimental studies find that well-being is associated with:
 - Self-perceived health.
 - Longevity.
 - Healthy behaviors.
 - Mental and physical illness.
 - Social connectedness.
 - Productivity.
 - Factors in the physical and social environment.

REVIEW OF LITERATURE

Divya & Samuel (2010) illustrated the current workplace conditions and some of the reasons causing imbalances in work and life in the IT industry in India. Study mainly focused on the working women in the age group of 20-35. Suggested that organizations can mitigate voluntary turnover among women belonging to IT sector and increase workforce diversity.

Malik (2010) examined the relationship of job satisfaction with the concept of work-life balance, turnover intentions and burnout level of teachers in Pakistan. The purpose of the study was to provide empirical evidence to prove the relationship. They concluded that higher the work life balance higher is the job satisfaction of the teachers.

Balkrushna Potdar (2011) in his paper had discussed about work-life balance of BPO employees in India. He analyzed the effects of outsourcing industry on the society and the individuals in India. The primary data were collected from 259 employees in various ITES|BPO companies, through involving open ended questions and personal interviews. The

study analyzed the impact of employees working in day shift and night shift and their physical and emotional problems. Night shift BPO employees have poor work-life balances. He suggested that, BPO sectors provides support to so many other sectors and industries full time counselors are needed to strike a balance between physical and emotional problems to reduce the impacts of WLB.

Methodology of the Study

Objectives of the Study

- To find out the personal profile of the respondents.
- To assess the level of mental health and wellbeing of the respondents.
- To examine the association between personal profile and level of mental health and wellbeing of the respondents.
- To analyze the difference between personal profile and level of mental health and wellbeing of the respondents.
- To give suggestions about the mental health and wellbeing of the respondents.

Research design: The researcher followed descriptive research design for the study.

Universe of the study: Researcher selected the employees of IT professionals doing night shift work; Coimbatore was selected as the universe of the study.

Sampling: The sampling method adopted for the present study is non-probability sampling. For this study the researcher used purposive sampling method to gather data from respondents. A sample size of 60 was collected using interview schedule from IT professionals doing night shift work; Coimbatore was selected as the sample for the present study.

Tools for data collection:

Mental health and Well-being Scale

A self-prepared questionnaire and two scales were used for data collection. The first scale was Mental Health Continuum Short Form (MHC-SF) which consists of 14 items that were chosen as the most prototypical items representing the construct definition for each facet of well-being. It was prepared by Dr. Keyes. The WEMWBS was a 14 item scale, used to analyze the wellbeing of the respondents. The Warwick-Edinburgh Mental Well-being Scale (WEMWBS) was developed by researchers at the Universities of Warwick and Edinburgh.

The data were analyzed using various statistical tools like simple percentage, independent t-test, and ANOVA.

Findings of the Study

FACTORS	MEDIUM	FREQUENCY	PERCENT
Age	Below-25yrs	19	31.7%
Gender	Female	47	78.3%
Educational Qualification	UG	23	38.3%
Designation	System work	41	68.3%
Marital status	Unmarried	45	75.0%
Total Years of Experience	6yrs-10yrs	23	38.3%
Monthly Income	35001-45000	25	41.7%
Nativity	Urban	30	50.0%
Type of family	Nuclear	40	66.7%

Simple Percentage Analysis

- Less than half (31.7 percent) of the respondents belong to the age group of below-25yrs.
- Majority (78.3 percent) of the respondents are female.
- Less than half of the total (38.3 percent) respondents are UG.
- Majority (68.3 percent) of the respondents are system work.
- Majority (75 percent) of the respondents are unmarried.
- Less than half (38.3percent) of the respondents belong to the total years of the experience 6yrs-10yrs.
- Less than half (41.7 percent) of the respondents earn between 35001-45000 monthly income.
- Nearly (50 percent) of the respondents are nativity with urban.
- Majority (66.7 percent) of the respondents live in nuclear family.

DISTRIBUTION OF THE RESPONDENTS BY LEVEL OF MENTAL HEALTH & WELLBEING

S. No	Mental health	No. of Respondents	Percentage%
1	High	14	23
2	Moderate	36	60
3	Low	10	17
TOTAL		60	100

INTERPRETATION

The above table depicts that (60%) of the respondents are moderate level of mental health and wellbeing, (23%) of the respondents are high level of mental health and wellbeing, and (17%) of the respondents are low level of mental health and wellbeing.

Influence of personal profile and mental health & wellbeing of employee

Variables	Statistical tool	Value	Result
Mental health & Wellbeing & gender of the respondents	t-test	t = 4.257 p<.000	Significant
Mental health & Wellbeing & marital status of the respondents	t-test	t = -.059 p>.953	Not Significant
Mental health & Wellbeing & type of family of the respondents	t-test	t = -.206 p>.837	Not Significant
Mental health & Wellbeing & age of the respondents	ANOVA	F= 1.447 P>.231	Not-Significant
Mental health & Wellbeing & educational qualification of the respondents	ANOVA	F= 4.101 P<.004	Significant
Mental health & Wellbeing & Experience of the respondents	ANOVA	F= 3.829 P< .011	Significant
Mental health & Wellbeing & income of the respondents	ANOVA	F= 2.773 P<.029	Significant

- There is significant difference in the mean scores of the respondents based on the gender, mental health & wellbeing & gender of the respondents
- There is no significant difference in the mean scores of the respondents based on the marital status, Mental health & wellbeing & marital status of the respondents.
- There is no significant difference in the mean scores of the respondents based on the mental health & wellbeing & type of family of the respondents.
- There is significant difference in the mean scores of the respondents based on the mental health & wellbeing & age of the respondents.
- There is significant difference in the mean scores of the respondents based on level of mental health & wellbeing & educational qualification of the respondents.
- There is significant difference in the mean scores of the respondents based on mental health & wellbeing & experience of the respondents.
- There is significant difference in the mean scores of the respondents based on mental health & wellbeing & income of the respondents.

Recommendations

- Information technology organizations should encourage their employees so that they become more eager to work and participate.
- Information technology organizations should implement a policy and safety to avoid problems of harassment in the workplace.
- IT organizations should provide facility and support to their employees for their further education.
- Gender discrimination should be stopped by the managers or seniors at the workplace.
- Racism must be stopped by the managers or seniors and IT organizations should take necessary steps to shun racism.
- IT organizations should try to provide positive and motivated environment for their employees so that the employees do not develop negative feelings at the workplace.
- Managers and seniors should try to communicate with junior employees so that the junior employees do not feel isolated at the workplace.
- IT organizations must try to plan a trip for their employees at the end of every year so that the employees could feel relieved of stress.
- IT organizations should try to provide appraisal, promotion, and increments for their employees at the workplace.

- IT organizations must provide training programs for their employees at the workplace. Managers should try to avoid conflict among the employees in the workplace.

CONCLUSION

This research focuses on areas such as organizational factors, individual factors, familial factors, and stress-related health problems. The IT industry contributes significantly to a female professional's work-life balance, which we assess using quantitative and qualitative parameters. While there is still much to learn about its impact on mental health and wellbeing, the results of this study suggest that there is a significant difference between women IT professionals' perceptions of mental health and wellbeing. It shows that there are large differences in demographic variables. Policies and Procedures followed by IT companies. The study focuses on the mental health of her IT professionals who work night shifts. We found that most employees were happy with their jobs and were mentally and emotionally healthy. However, some expressed dissatisfaction with their work. The cause of this dissatisfaction and the personal and professional problems that accompany it should be discovered and resolved immediately. More such studies on the same topic should be conducted in the future.

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